

Table 4 (comments)

Productivity Affected?

My daughter was on the waiting list for one of the daycare centers in Los Alamos. We find out less than one month before we expect her to start there that there is no space available. Therefore my husband and I spent the next two weeks trying to find something. I found that while I was concerned over what we would do about childcare that I had difficulty concentrating on my work.

Because my ten-month-old child must go to a babysitter who also has children, whenever she or one of her children gets sick, I must make other arrangements for a babysitter. This has often resulted in my taking a "vacation" day off of work. If LANL provided daycare, I could always depend on someone to be there to care for my child.

Even though I am the non-custodial parent of a 7 y.o. son, his visits create problems in finding child care.

My own childcare difficulties affect my work productivity. I worry a lot about childcare issues and at times am less productive because of these concerns. If LANL would help provide a safe and reasonably priced onsite daycare I know that I would not worry as much and thus be more productive.

When my child was an infant, I "worked at home" or brought her to work quite a bit and got very little done. Now I miss work if she is ill; I must stay home even when all she could do is sleep.

Stress over finding a quality day-care provider, time lost driving back and forth to distant day-care..

Sometimes we have a hard time finding care at the last minute or we have to leave early for lack of care

There are often times when I must take off from work in order to care for my son, due to a change in his care provider's schedule.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

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I have experienced all of the following:
Center closed for planning, cleaning
and other change-of-term preparations.
Home day care providers get sick.
Child unhappy with child-care situation
cries for hours, making me late to work.
Odd hours (i.e., drop off at 7:30am or 9am, but
not in between without financial penalty)
force me to juggle my work hours in non-
productive ways.

If my babysitter is unavailable, my husband or I are forced to stay at home.

I have been using family day care providers because
I could not get a spot in a regular day care. At least
once a month, the provider has closed. Frequently the
calls come during the day and one
of us has to leave. We have had to
take vacation and work strange hours
to accomodate problems with childcare.

I have had to find a new provider three
times in the last year. Hunting for a
provider affects my productivity
because I have to make phone calls.
I also have to make special arrangements
to do interviews during the day
so I can observe them in actions.

Yes. People are constantly shifting their
schedules around to accomodate their childcare
needs. Many places in town are not very accomodating.
They have a captive audience and they know it.

When child-care is coming from a private home, it requires the parent to have a back-up plan for childcare, when
the caregiver is sick or unavailable, which most often is the parent staying home with the child.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

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Sure. If something goes wrong with our children, we need to decide who will cover it (a negotiation), weasel out of whatever we're involved in at the moment, and leave work to deal with it.

We have in-home care, but it is limited to 10 hours a day. We need to coordinate our time and go up separately to guarantee that we can each get a full day in.

When an employee is absent due to childcare problems others must complete projects left behind.

Greatest and almost sole difficulty is with sick child incidents where immediate removal of the child from school or child care is required, then continuing care until the child is well enough to return to child care or school. This is especially significant for single a working parent; and is challenging for wording couples.

I certainly do--my baby was at the YMCA, which recently closed, leaving me with no childcare for about 3 weeks. In addition, I work part time, but occasionally have meetings that are not during my scheduled working hours. In the past, I have used the YMCA as a drop in for both of my kids for those occasions. That is no longer available, and I no longer have the flexibility in my work schedule that I once did.

Leave Rio Arriba at 7:15 a.m. and return at 5:35 p.m. If our child is ill we need to take off work to drive down to Espanola to bring child to a doctor's appointment in Los Alamos.

There are many times when our child care providers make other arrangements and we have to find another sitter or stay home.

If the provider is closed or the child is sick, I must take leave to deal with it. Also, the hours when child care is provided are more limited than in other places.

Mostly, we all have arrangements that work. Sick kids, sick providers, and vacations are the biggest obstacles.

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Yes, daycare closing for vacation time and parents were forced to stay home. Grandparents/immediate family members usually don't live closeby, so the alternative usually is for mom or dad to take time off from work (e.g. spring break).

yes, because you are constantly worrying about the time.

Operation Hours of the various day cares are not always flexible enough.

sometimes the sitter needs a day off, but doesn't say until the night before.

When you know your child is possibly ill or possibly going to be ill and you cannot comfortably miss work or leave early, etc. it causes a great deal of concern. Either way, you feel like a bad person to your child or to your employer. A large number of supervisors are unfamiliar with all the hassles and concerns that go with having children and working.

A home daycare arrangement with no backup can several times a year result in unexpected vacation to cope. Also, the lack of flextime at LANL contributes to a lack of ability to shift hours to meet needs, or to make up lost time.

get worried about quality of child care son is recieveing.
now have to travel to WR for good, quality daycare

I have to take off if my child or the babysitter is ill

Because when coworker is not present at work and we are a customer oriented team support, every team worker needs to be at work everyday.

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A number of friends (and we) have experienced day-care crises (caregivers quitting, etc.) which force one partner to stay home for a period of time. In addition, sick children are a continual drain on the productivity of the entire group.

Sure, I've seen many people I work with have to take time off to care for children when a decent day care option was not available.

I am currently not aware of any problems.

If my children or my provider are sick, I generally have to take time off from work to provide care for my children. Therefore decreasing productivity at work.

I work in an environment when I am the only one to have young children, but for many years I have watched my co-workers have problems with childcare. Of course, it affects your work. We have also had supervisors who were very understanding of childcare problems.

Child care people get sick too.
the expense is overbearing with my salary

In our office we have to take turns covering when the other one is out with child-care conflicts.

Lack of childcare availability during "school" breaks, time required to make alternative arrangements or take time off when provider or her children are ill or on vacation. Need to have an arrangement for care of mildly ill children. When my in-home childcare provider recently quit with one week's notice, my husband had to move his vacation to a less convenient time for work in order to bridge the gap between this arrangement and pre-school starting in the fall.

I do not know.

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Productivity Affected?

There are certain time during scheduled school breaks that child care is difficult to get. Also when a child is ill, I have to take off work. I do the best I can to continue to get my job done, but it does affect my productivity.

If there is difficulty with finding child care the parents must stay home to provide that.

If our child is sick or our care provider is unavailable, my wife or I need to find alternate care or stay at home.

Sometimes it is difficult to plan a job around people who do not show up for work due to lack of quality daycare.

Yes. My day-care has teacher "in-service" day and I have to either take a day of vacation or find someone to watch her. Also, my day care doesn't open until 7:30. My husband needs to be at work at 7:30, so when he has to take her in he has to call in late.

The financial and emotional concern does create additional stress to my work performance.

When childcare is not available, I must stay at home instead of working

When a child is sick.
Sometimes the child care facility is closed when the Lab is not.

It's hard to be ontime for work. Makes for a long break when I have to leave to take my child to the doctor appointment.

I have had to take sick leave and vacation on very short notice to take care of my child when the day care provider is unavailable.

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Examples are if the provider has a urgent personal problem etc.

I am not aware of any major problems.

One of us must take a day off when the child is ill, not necessary so sick that she really needs us, but there is no place to leave a mildly ill infant.

They did until our child grew up.

We cannot count on technicians and staff members who face serious child care problems.

Due to quality Day care

Wondering where I am going to take my child the next day to be taken care of is a productivity issue. I sometimes need to make calls to try and find some place to leave my child if my current baby sitter's schedule changes, is ill, doesn't feel like taking providing service, has too many thing to do that day, etc.

We have had competent personnel quit due to lack of child-care facilities in Los Alamos, and in particularly, in the Lab.

First of all there is not enough childcare options in Los Alamos to cover everyone. When my sitter becomes ill, I must find a back up or miss work. This is not so easy as most in home daycare providers are full and can not take drop-in's and the daycare centers do not have a drop-in option.

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My day care has strict rules regarding attendance of a sick child. If a child must be picked up at day care due to a fever he cannot return to school for 24 hrs. If a child starts antibiotics even to treat an ear infection, he cannot return to day care for 24 hrs. My husband or I are forced to stay home with him even if he is feeling fine and is not contagious.

I have several co-workers who have been impacted by the difficulties of child care arrangements while working at LANL

If the babysitter goes on vacation or is sick, if you have no family in this area or someone else to watch your child the employee must take off work.

There are days when I am absent or need to leave early due to my babysitter needing time off.

I cannot work past 5:00.
I don't know what I will do on days my provider is not available.

Our secretary cannot find childcare for her infant and still has not returned to work [after more than 6 months off - and she is a single parent]. We've had a transient set of replacements.

I need to shift my schedule frequently and lose work days because of my children's illnesses

Ill children have called me away from work. There are no facilities for the care of sick children. On the rare occasions that my child has been ill for an extended period, my wife and I have got to play games around LANL's rules about how much time I can have off to care for my child. On the surface the only productivity problem is my absence from work. However, I also spend time grumbling about the fact that games have got to be played to placate LANL.

Having to get the child and stay home because the sitter is sick, leaving early to pick up a child at which a daycare closes early

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Yes, there are times when I arrive later at work than I want to because of child-care issues.

Unscheduled absences because of child illness or unavailability of childcare provider

When someone is out it puts more work on who is left at the office.

I believe they do. Many times employees are running late or leaving early, because their childcare is hosted off the hill. Children get sick daily and other children get sick as well (chain-reaction). Many parents would have the opportunity to spend more time with their children and be more involved in their needs. We need this in today's society.

Sometimes co-workers can't make it to work because of lack of childcare.

There are people who have to work odd hours to shuffle kids around

They are not available to answer questions when or slows their progress on the project.

In-home providers will take vacations or choose to discontinue services - parents are looking for alternate care. Children sent home from school due to minor illness are not accepted in most child care facilities and parents will miss work days due to this. The stress of "being on a waiting list" and not knowing of acceptance until the last minute causes illness in some cases.

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Table 4 (comments)

Productivity Affected?

Yes. If holidays/vacations are not in accordance with LANL one of us (spouse) has to miss work.

Because when someone is out because they don't have a sitter the work production is obviously effected.

My wife chose to be a full time mother. This is a decision with financial consequences and not everybody can accept these consequences.

Obviously, sickness.

I do not have any children at this time.

Yes. On days when the kids are not allowed back in daycare but are not contagious, we must trade working times.

Many of my coworkers have not been able to come to work some days because they do not have someone available to watch their kids.

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Productivity Affected?

Yes. As above. For one thing, summer child care is horrible -- what is available now is 'chancy'. I pray each day that my child makes it through the day. After school programs needs work. I have experience with the LA Gymnastics and YMCA after school program -- they try to put on a good program, but the programs are still not optimal. How can a child feel comfortable and look forward to being put into a gymnasium for 1-2 hours (5 hours on Wednesday) each day after school. Also, the training of day care providers is questionable. Overall, I think the main issue is facilities and training. If the laboratory does indeed become involved in child-care program, it will be also be difficult to find trained day care providers.

Not on productivity, but have had to go down to part time to be available for my children when school lets out.

Sometimes need to leave early or miss work due to unforeseen changes in child care arrangements.

Some of the day care centers in town honor the Lab holidays, others don't. Some are based more on the County school system schedule, which can cause big problems.

If we have a situation where our daycare provider cannot take care of our child there is no alternative for us but to stay home from work whether we need to be at work or not. Non-exempt employees should be able to take an hour off to take their child to the doctor and make the hour up later without taking vacation or sick leave.

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Productivity Affected?

Some workers need to take time off to deal with sudden scheduling changes caused by illness.

A staff member on my team sometimes cannot come into work because her baby sitter has called in sick suddenly.

Missed day of work to take child to well back checks and appointments, or stay home to take care of sick child.

Lack of care service for young (under or around 2) kids and sick kids

I have had to make other arrangements for the morning hours. it seems that I can no longer have my child with me in the office at Pueblo Complex because LANL Does not allow children on the site.

I work with many admin/secretaries who often need to be out of work to tend for a sick child or their care provider is sick, etc.

If a co-worker does not have child care for the day they call in sick. Passing work off to me.

If I had on-site child care available... I would use it in the summers (elementary age child). By the way... why not include children in the ages of 7-10 in this list too?

All the time! If LANL provided childcare then they could take care of whatever problems the child has and get right back to work.

Not applicable to me because I am self employed.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

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Productivity Affected?

Problems with quality, availability.

Constantly worry.

Some of the personnel have had to leave in the middle of meetings ands conferences to pick up children.

I believe childcare is an issue from infancy until the child reaches middle school. My youngest child is 9yrs old and he still needs supervision after school and in the summer time. Why is the age limited from infancy to 6yrs?

It is common practice for staff to call in sick or leave the workplace because of children. Other people are left to pick up the slack.

Childcare care issues (or lack thereof) cause loss in work productivity. When we are having difficulty in finding adequate childcare, it means we must stay home with our children. Even when we are at work, we worry considerably about our children and wonder if they are being tenderly and carefully looked after.

I have seen the effects of negligable child care facilities first hand. All too many times, a good employee must decide between work/career, and child care. Thus, LANL loses valued employees.

Stress levels because of money, time, etc.

Childcare issues (or lack thereof) cause loss in work productivity. When we are having difficulty in finding adequate childcare, it means we must stay home with our children. Even when we are at work, we worry considerably about our children and wonder if they are being tenderly and carefully looked after.

absence from work at crucial times

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Productivity Affected?

Though my children are no longer under the age of six, there are still times when they are off from school and I feel they are too young to be on their own.

Several of the people that I supervise have had to take off unexpectedly because of childcare issues.

I would rather not have worry about childcare during working hours

Mife wife provides child care. Difficulties with her definately affect my productivity at work.

I am a writer-editor. On occasions when I have needed word-processing or compositor support and the support person is absent because of a sick child, it delays the production time of the document and takes my time to find a substitute.

I have had to leave work to deal with child care problems and emergencies on short notice. I have seen others do the same. Arrangement occasionally fall through at the last moment and you cannot abandon your child.

Yes, because I either go home early or come in late depending on what I can arrange. This decreases my productivity and most of the time that day's work is put on hold till tomorrow.

Care for sick children is sometimes not available

When you don't have a "good" facility, your always wondering if your child is ok. It's hard to concentrate on work when your always worried about your child. Also, I work w/ a woman who had three kids and was at work maybe 3 out of the 5 days due to child care problems.

Not usually! But if I have a sick child or a child that has a slight fever or runny nose but is not really sick I must stay home which could effect my co-workers and my productivity.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

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Productivity Affected?

Yes. When my primary daycare provider is not available I am having to miss work.

The family comes first, so the parent will take what ever time and resources necessary to insure the welfare of thier child. If they must drive long distances out of their way or take time off to assure the welfare of the child they will do it.
Stress caused by worrying about inadequate care also takes a toll on productivity.

When the sitter is unavailable for any number of reasons vacation,family emergencies, dr appts, etc.)I am in a bind to find an alternate sitter and at times even need to take off time from work to stay with my child.

My office mate and co-worker on our project has 3 small children. She cannot be as flexible as to when we hold meetings, etc.

Childcare is not easily accessable.

Loss of work hours due to mildly ill child and time spent finding new provider when situations change for provider or family.

Priority is given to family matters.
This sometimes keeps parents at home when other arrangements might allow them to be at work.

Yes, child care has been an issue with-in our group, both in the past and in the future if this need is not adaquatily met.

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Productivity Affected?

Currently only a little -- when my supervisor's day care fell through, for example, he disappeared for a week, which is difficult for me. And within a year I will be in the same situation as him.

Interruption during work day or week means loss in productivity.

I usually have to take off the week of spring break. This month (August) I will have to take off the days: 23, 24, and 25 because the Montessori preschool will be closed.

i have to work from home 2 times per month. this is difficult with a 3 year old child. i wind up making up the work hours on weekends and at night.

Inefficiencies create scheduling problems and diminish participation at times.

absence of co-workers because of lack of reliable child care negatively impacts my work.

Not presently. My daughter is a teenager now, but I may have additional children and yes sometimes difficulties with child care when my daughter was younger created problems. I would have to leave work to pick up my daughter from school and take her to child care. This occurred every day. This is a major problem. I would also have to leave work to pick her up when the facilities closed. I would like later hours for child care.

I know that I have to take off work because I have no babysitter and I am sure that it effects the whole team. Or my work doesn't get done.

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Productivity Affected?

My child is grown and out of the house. But as a single mother child-care arrangement were a constant concern.

They are more focused on finding chil-care for their child than on work. I really don't blame them, but it does affect the productivity at work.

Because I have to leave early and or miss work because of child care

Sick child care. Also, our chosen provided (ARK) is closed severl days/year.

I would have to say no to this one becuae I have not experienced this problem as of yet. However, I'm sure I will someday and I know it will affect my work.

Program issues lost due to absences of coworkers.

additional burden of work on those still at work.

most people seem to take care of their responsibilities

I have very dependable home daycare. The children of my staff are beyond daycare at this point.

Many Laboratory do not have families, and can not empahize with personnel faced with a sick child or parent.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

When child care is unavailable vacation must be taken.

I am lucky enough to have strong family support. My supervisor does, however, understand my needs as a single mother and I am supported by him when special needs arise; ie school functions, snow days, or early/late arrival due to school hours.

It is very difficult to focus on my job when I am frantic because I don't have a sitter for the following day. Also, the rising daycare costs have proved to be a concern amongst single parents. These are a couple of concerns I have at work, and yes, it affects productivity. The other issue is the need for childcare for older kids such as 6th to 9th grade. Down in the valley, kids of this age do not qualify for after school care.

Frequently have trouble finding someone when they are out because of problems with children at home.

see above : we switched to single income family because of lack of childcare for less than 3 year old

I have had to reduce my working hours to 35 per week so I can be at home with my child after school. On Wednesday when the children get out at noon, I was forced to enroll him in a church program that requires a lot of parental volunteer work. I had to take a set 1 1/2-hour lunch to volunteer during that time, and then pick him up as late as they were open to make up the time I had missed at work. Last year he was 7, and I had to leave him alone about 45 minutes each day. I am seldom available for overtime projects because I have no place to take my son.

I have very dependable home daycare. The children of my staff are beyond daycare at this point.

same response as question #3

If childcare is unavailable, then the employee is not at work. Therefore, meetings and deadlines are not productive or met.

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Productivity Affected?

I have supervised people who made professional choices based putting their children at the highest priority. If this priority is known during the job assignment phase and the program is properly managed, my experience is that the sudden need to be away from work does not affect productivity.

Yes, because the mothers--it is usually the women who are most involved--are often called out for child care reasons and miss work , causing us to miss deadlines.

Productivity is only affected on rare occasions.

I am lucky enough to have strong family support. My supervisor does, however, understand my needs as a single mother and I am supported by him when special needs arise; ie school functions, snow days, or early/late arrival due to school hours.

have to leave work early to pick up kids.

When kids are sick, someone need to stay home or when there is no school.

Having day care close to my office would be a tremendous relief. My wife wants to attend school full time this fall. Our ~only~ daycare options are to go with an uncertified "babysitter" or to go with Montessori in White Rock. It would be much more convenient and reassuring to have quality daycare near TA-3. That way if I ever felt unsure about the care my kids were receiving I could pop in and check on my daughter and foster child and then pop back into the office, with the knowledge that they are okay. It would make me more productive, period.

I have a co-worker with a special needs baby. There are some days that she has to stay with him. Her boss makes her feel guilty for having to leave and he knew of her situation when he hired her.

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Have to attend meetings and are away from phone when children are sick and/or for emergencies.
Focus on work is difficult when you have a sick child/ren.

Co-workers have difficulty juggling family responsibilities, long work hours and distance to quality care.

There are times when failure to obtain reliable and trustworthy child care requires at a minimum frequent calls to home to determine well-being of children

As far as I know there are no places where sick children can be taken or no one who you can hire to come in and care for them. If children get sick entire projects are sometimes put on hold while a key person stays home to care for them.

Many times the group office secretary is off due to her child being ill or having to take the child to doctor appointments. Which means having to leave earlier because the child is not on the hill.

Yes, particularly when one of my children are sick or if my wife or I have to work late or go on travel.

I have had to miss work because my husband could not take care of the baby. My co-workers have also missed because of a lack of daycare. This affects meetings, deadlines, projects, etc.

I have no alternate means of child care when my present provided is unavailable so this means I have to stay with my children.

When personnel are absent because of a lack of daycare, work is affected.

For example, my wife teaches at the Wellness Center, and I watch the kids while she teaches. This effects what project I am working on at the time. I also watch them during my wife's work-related and non-work related scheduled appointments.

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Of course. It's a domino effect...you're late, you're concerned, you perform ineffectively, and your self-esteem suffers, therefore, your work suffers.

Issues arising with my co-worker's children who are in off-campus child-care facilities require them to go off-campus to resolve. This leads to unexpect absences which adversely impact our productivity.

I have to take vacation or leave early due to child care hours conflicting work hours.

They affect productivity in that either myself or my husband is obligated to stay home with our child when he is sick.

When my regular sitter has an emergency or just needs to take time off, I find myself searching for reliable/affordable last minute daycare. It is very hard to trust people you do not know with your child.

same a above and it is very difficult to find a replacement

The most severe effect has centered around Wednesday afternoons, although this has largely passed now that our kids are no longer in grade school.

Some lost time due to child shuffling.

Sometimes. Once in a while, I'm the only choice for care.

Yes, when my babysitter cannot babysit, I have to try and find another babysitter or take the day off.

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Productivity Affected?

I spend a lot of time during the day addressing my child's care needs.

When my child is sick or needs to see a doctor I have to take time off from work to care for him. This cuts down on my productivity.

When I am in a bind, it affects my work, travel plans, etc.

Even though my spouse doesn't work I am occasionally forced to leave work to sit with the child during doctors appointments (for my spouse or for other children) and during meetings my spouse must attend.

My child goes to the Ark and they are very good at being open during normal laboratory hours.

When coworkers must unexpectedly take time off to care for children, the coworkers absence usually affects my productivity during the period of their absence.

But only rarely, due to unusual circumstances.

Too few childcare choices in the area. Children are crammed into the available facilities and the quality/availability of homecare situations is questionable. The crowded conditions in daycare facilities here promote disease transmission and unhealthy conditions. The kids (and their parents) are often sick, which leads to time lost at work. Also, the Los Alamos school system schedule is very incompatible with the LANL work schedule (Wednesday's off, school out early), and there are very few/no GOOD alternatives for afterschool and Wednesday daycare. This means parents must take time off work to go home on Wednesdays and early on other days. Many parents are part-time because of this situation and would be full-time if there were some alternatives.

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Productivity Affected?

When my daycare provider is on vacation or sick, I need to take off work to look after our daughter. My husband being a contractor has no vacation or sick leave and so the burden of missing work is up to me. Sometimes this is a planned absence and other times not. Especially full-time working mothers need to take off more vacation/ sick leave to deal with childrens needs. What happens is that the work doesn't go away, it just piles up and is a bad reflection on the person being affected.

Time off because of non-dependable babysitters, closures other than the laboratory schedule. Driving long distances such as Santa Fe and other communities makes it more difficult...usually easier & cheaper to take time off work.

I have a co-worker that is having a very difficult time finding quality daycare for her two kids. In my case, my child attends the Ark and I have been very satisfied with them, but they have a waiting list. I suppose the most difficult are children under 2 years.

Sometimes. I have to worry about who to leave my child with if I have to work late or if she gets sick at school. I have no choice but to leave my daughter in the valley, due to not being able to have someone to watch her if she came to school up here.

DAYS LOST

I sometimes spend time arranging childcare while I am at work. It is stressful and time consuming.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Not with mine because we have a family member to care for our children. Some people though are always changing or losing childcare services and don't always get the best services because they might not be overseen by the state or an organization such as this survey leading to.

It is common for members of my team to have to work from home, or to have their schedules disrupted because they have to be with their children during the day.

it is sometimes difficult to arrange meetings, it costs large amounts of money, the available child care is coupled to school not laboratory holidays, so there days where it is not possible to even obtain child care

Rarely

When a child is sick the parent doesn't come to work. Unplanned sick days are disruptive.

Not in my present situation.

Limits working hours requires greater use of vacation and sick leave

My current childcare requires me to drive many miles in the opposite direction of the laboratory

When child care is not available, a parent must stay with the child. This is especially difficult for single parent households.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

conflict in arranging for child care when there are no child care takers available. Working parents need to work around child care schedules.

minor illnesses keep us away from work, difficult to work overtime, impossible to work modified work week

YES!

I have had many coworkers who have had to miss work to care for sick children. They also frequently have to arrange their schedules around when the children are in school or day care. This can increase the already complex problems of scheduling when groups need to work together. It also means that these women never work late.

My child care provider is occasionally sick or gives short notice when she goes on vacation. My wife and I must try to come up with short term solutions and frequently wind up splitting time away from work.

My wife is working weekend nights to address the shortage in childcare. That has me going fairly slow on Mondays from broken sleep. (We have an infant)

Several co-workers have had to take off unexpectedly whenever their childcare provider was unable to care for their child due to personal problems.

My and my spouses difficulties with preschool child care are long past; however the impact on productivity due to co-workers difficulties pales in comparison to all the DOE, Congress, Upper Management Crud that has been going on for the last several years, in particular the Stand downs (Security, etc.) The open e-mail system, and the open web. So much Laboratory information is disseminated on the open web that just to keep up takes an inordinate amount of time, yet the implication is that management, HR, puts anything on the web, we the employees are responsible for reading understanding everything. I hardly ever have time to even read the bulletin. So if productivity of the technical employees is an issue, The effect of child care difficulties is in the noise.

Not me personally but I have seen it in our group office where someone has taken vacation, the other employee has to call in sick because their child is sick, and there is someone with little experience covering the office.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Due to cost constraints, and the inept registration process days are wasted.

Had to miss a day this week because caregivers kid was sick. Had to delay some deliverables as a result. This has happened before and will happen again until there is a viable drop-in alternative in town.

Does not affect my productivity, but it would limit my time away from work.

Co-workers have been negatively effected by child care difficulties.
This in turn effects the workload of the entire office.

Illness of child is the most difficult situation to deal with.
A run to the doctor off the hill means a minimum of 1/2 day off from work.

Concern with illness and spending time going home to check on the older child, or taking the younger child to the doctor. Not being able to find reliable child-care givers.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Yes, especially those who are new to the area. We must rely on virtual strangers to care for our children in their homes so that we may do our jobs. Personally, we have been fortunate enough to have had wonderful people with whom we have entrusted care of our child, but have had to remain at the mercy of the caretakers schedule, special events, illness of her own children, etc. In addition, summer schedules are extremely challenging to coordinate with limited spaces quickly taken up coupled with limited programs in the local area.

It could if a provider fails to provide the service.

Deadlines get moved or workloads get transferred to other already overworked employees

Sometimes miss work if child is sick.

Sometimes my work day schedule must be adjusted to accomodate my childrens care needs.

Sometimes I have to miss work to take care of my child.
When she is sick, or when care institutions and schools are closed.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Lack of back-up care for mine and my co-worker's children, either due to the child being sick or the primary care-giver being unavailable has affected mine and my co-workers ability to get to work on some days. Also, school schedules during conference weeks make it hard for some people with children in school because sometimes their babysitter isn't available for the half days.

I personally never had problems, other than having to miss work because of a sick child. This will not change, and the family sick leave policy addresses that. I know that people do experience problems with child care arrangements, and there are many situations that can arise. What helped me most was that my management supported my decision to work 3/4 time. This allowed me the added flexibility to be able to handle most of my childcare problems. When my child was young I made the choice to pay for full time care even though I never left him there full time. This added flexibility made life much simpler and it was worth the cost. I too often see well paid staff members trying to get by as cheaply as possible when it comes to childcare. I believe you get what you pay for. There are people here at Los Alamos who of course have financial circumstances that prevent them from affording good childcare. These are the people that I should try to help.

If child care is a problem-they can't show up for work. Many times it is imperative that the same players are teaming.

Yes it does because I'm concerned about my children that I cannot focus on my job

My start at LANL was affected by the fact that I could not find affordable child care for my son.

However, being absent from work puts additional demands on co-workers because of one less person in the office.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Having to arrive late or leave early to meet day care providers schedules.

Asside from my 40 minute drive to work
I need to put another 30 minutes to take
my child to daycare.

When my children were younger, I would have to be absent from work for longer periods of time due to my childcare being in Espanola. The childcare provided was very reasonably priced, safe, loving, caring and had an educational environment. These are my children and I would not choose anything less. I personally believe that as long as the childcare provided has all these characteristics that a workers productivity should not suffer except for those times that require transportation or meeting times with the daycare provider.

lost time due to sick children
and lack of a 'drop in' facility
near the lap that a child can be
placed for a few hours.

Have mildly autistic male child

Yes, because the drop-off/pick-up times are during work hours. Many times meetings etc have to be postponed/preponed depending upon someone schedule.
If one wants to keep their children for the same duration as their working hours, then the daycare facility categorizes this as 'extended hours' and the parents are expected to pay more money. As everyone in town knows, daycare costs are exhorbitant to start with..!
So we have to arrange our work schedule around these timings, which leaves us with less overlapping family time

I have to leave work early, or
arrive late for work due to child-care
arrangements and the lack thereof.

Coworkders have had to miss work as well as make last minute vacation plans that ipact the entire team due to unexpected childcare changes.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

coming in late or not at all also a lot of stress

Asside from my 40 minute drive to work
I need to put another 30 minuites to take
my child to daycare.

I don't know what's worse -
all the time spent on the job
worrying about child care
arrangements (prior to school
breaks, etc.) or the actual time
it takes to shuttle the children
somewhere safe.

They have not affected me yet, because my wife is a teacher and is therefore off for the summer. However, I
anticipate problems soon.

Occasionally, because if a childcare provider is sick
or needs a day off, often there is no alternate childcare provider
so the parent must be absent from work to care for the children.

We have a handicapped family
member whose day program closed
one day a month for training
and someone has to take off work.
If the Day Out Program can't find
a nurse, they may have to shut down
completely. Also have lost
productivity when family
member is sick or not well
enough to attend Day Out,
the Adult Day Care Center
run by the Family Council.

I have no idea

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I answered no because I do not know the answer yet. I have a newborn baby due on January 1, 2000. I am starting to think ahead about the possibilities of child care.

Not that I have noticed. Schedules are worked around when necessary.

Workload shift, missed deadlines, added responsibilities.

Yes. Both my husband and myself have had to take days off when school is out, or the day care worker is sick or on vacation. Also the distance from the Lab is a factor in how long it takes to get a child to and from the Doctor.

People have had childcare problems for many years and most people have learned how to solve them.

Yes. My childcare facility doesn't open until 7:30 which is when I report to work. I am about 5 minutes late most days. I like to be prompt.

Currently, no, however, an instructor at NNMCC said that students who attend NNMCC fear 2 situations (1) lack of transportation to get to class and (2) no babysitter. These are the reasons they most often miss class.

When my babysitter is not available myself or my spouse have to stay home and take care of our children.

Yes. Some time my co-worker has a sick kid, then we get behind in our work.

If you don't have anyone to stay with you child, we can't make it to work

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

How productive can you be if you cannot come to work because you have no babysitter

I sometimes need input from a coworker who is out of the buliding dealing with child care.

Anger, frustration over others' absences.

Yes, the variable schedules, 4-10s, 5-8s, and the rotating 9s all cause problems with day care. The day cares in the county are open from 7:30 to 5:30, which causes problems with a tens shedule.

I have worked in situations with unbending publication deadlines. When an essential member of a samll team cannot participate because of child care difficulties, the product suffers.

None of my coworkers have children but I'm sure my situation effects them.

Not only have I noticed that the lack of arrangements affects workers it also affects offical visitors and collaborators. Some university collaborators have mentioned that the lack of appropriate facilities actually deters their visiting the Lab and working directly with the staff members. In particular, not only do they have difficulty during the day, but they cannot find after-hours or weekend childcare support during their visits.

It would have made our quality of life much better had we had employer support.

If you are worried about your kid, you can't concentrate on your work.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Many times when my child is ill, I feel an obligation to be at work but my mind and heart are not in my work. Also, many times individuals call in when a project is due because a child caregiver was not available.

Everyone is always having childcare problems.
For various reasons so you are not concentrating on your job. Which affects everyone around you!

I worry about how I will find child care when I have children. I am new to the area and am not sure how to start researching what is available or where to go for help.

I work part-time. It is very difficult for me to attend meetings or put in extra hours on my days off because my childcare provider is not flexible. There are many times that I a couple hours here or there would have significantly increased my productivity but I didn't have a quality place for my child.

Because of rigid hours of child-care, many of my co-workers have to leave at times which can make fruitful discussions difficult.

I am a single parent and I can not afford full time daycare. I am lucky enough to have grandparents who help when they can, but if they are sick or out of town it is hard to find back up daycare; therefore, on occasion I have had to stay home with my child because I had no back babysitter.

I've had to be available when my daughter has gone out of town on business in case her sitter arrangements fall through. So far I've been lucky and haven't had to miss work.

Persons that I have needed information from to complete my tasks have not been available to give those answers because of having to leave work to deal with their children.

Drop-off and pick-up times drive my schedule.

There is no backup if primary child-care provider is unavailable, and no "drop-in" capability for a few hours.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Dual careers at LANL require short hours on by one or the other parent on a on-going basis

some times they come in late to work

Sometimes I unexpectedly need to take leave to take care of my kids -- this may impact my schedule here at work.

Yes because I have to worry about finding a sitting whom I can trust and if that sitter is available during my employment here

There is definitely an affect on productivity when you are concerned about child-care arrangements.

Has affected co-workers productivity

when person can't find childcare, the team members have to do her job.

Definitly. If a parent is mentally preoccupied with child-care difficulties, then they are not as efficient in their work, not to mention the alertness required to do some jobs in a safe manner.

If the group or customer is in need of work being done immediately. Then the employee has to work overtime. Then it gets the child care arrangement for pick-up missed.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

There are times when your child does get sick or need to be somewhere at a certain time.

Since we are on a waiting list, my husband had to take FMLA leave for the last 8 weeks to care for our child. She turns 6 months in August and he will have to return to work...leaving me on parttime status until we can figure something out.

Rarely - sick children are the biggest issue.

Joint work on projects can be delayed.

I have no children. My co-workers see to child care and still get their work done.

Not anymore, my daughter is all grown up, but I did have a lot of problems when she was little.

I have several co-workers who have to take time off of work due to problems with babysitters and child care providers.

Care for the children when sick can occur at any time with little warning. This certainly can have an impact on productivity.
For me personally, the fact that I have a lab-owned computer at home helps to mitigate this loss of productivity. My concern is that the current emphasis on computer security may have an adverse effect on my ability to retain the lab computer in my home and in that way further impact productivity.

Yes, definetly.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

When there is a lack of daycare, I need to be home with my child(ren) which means that I will not be at work. Or there are instances when I have to leave work because of problems with my daycare provider having to leave as well.

Yes, many times your normal childcare falls through the cracks and leaving your child with new people affects your day at work.

Inflexible hours cause curtailed work day.

BECAUSE THERE ARE SEVERAL PRIVATE OWNED, UNLICENSED DAYCARE SERVICES AND THEY DO NOT OWE THE PARENT ANY OBLIGATIONS ON STAYING WITH THE INDIVIDUAL CHILD AND LAST MINUTE CANCELLATION

certainly, my UTMOST concern is the welfare of my child, period.

Yes, to my own and yes to co-workers difficulties. I'm missing work a lot this month because I need to find a childcare situation for my baby. Childcare center providers have no openings, and the few in home care providers that have openings are not well-qualified. I need at a minimum to feel my child will be in a safe environment. I don't know if I can arrange leave from work again or if I will have to quit my job. By the way, I'm one of those professional women, PhD in an engineering field, that the Lab supposedly has some interest in retaining at least to improve diversity statistics. I've already decided that applying for management positions at LANL is not an option for me at this time because of the lack of reliable childcare services here.

Many times experiments are delayed because of a sick babysitter or a babysitter that doesn't show.

It's very difficult to find daycare for an olde child.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Rearranging schedules when child-care problems arise.

Yes, I can not afford the daycare in Los Alamos because I don't make the money the people at the laboratory make. The daycare's charge high fees because the people at the laboratory can afford to pay it and they know that. There is also no option for daycare if your child has a minor illness such as a cold or mild flu.

Yes, sometimes we have to quit what we are doing to retrieve children.

Getting to work on time is a major problem. Leaving work early is often necessary. Inflexible hours of childcare is a major issue. It's as though the daycare is run for the convenience of the daycare staff and not the users.

I had WONDERFUL infant and pre-4 child care for my first child and never worried about her when I was at work. My sitter moved when my second child was 18 months and I had to settle for less than adequate care for her. I worried about her all the time while I was at work, my husband and I had to take an enormous amount of vacation to cover my sitter's seemingly constant unannounced absences. I spent a large amount of time trying to find and interview new sitters in that time and it seemed like I was always worrying about it.

I am "job-sharing" on a current assignment with a young mother that works part time. Her day care arrangements during the summer offer little flexibility in the hours she is able to work; I am often called upon to fill in for her.

Frequently missing work due to babysitters getting sick, or not available to sit.

When a key member of a team must unexpectedly be absent to deal with child care issues or to fill in when child care falls through, it is disruptive and costly to the whole effort. Additionally, an employee whose mind is at ease as to the care and safety of his or her children, is more able to apply effort completely to the task at hand.

Missed work due to mild illness or closed preschool.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

t's hard now when I have to work late because then I have to call someone over there to have him picked up before his daycare closes. When he has a doctor appointment, I have to leave work, go to his sitter and pick him up, then drive all the way back up to Los Alamos to see his doctor.

Occasionally, child-care arrangements do not match lab schedule.

Yes, many times we lose hours at work because our in-home provider is sick, or has an appointment or is on vacation. I have personally reduced my pay status to part time to accomodate many of these absences. Our oldest daughter (5 yrs) has had 5 in home day care providers due to the instability and transient nature of their operations. (ie typically no/little benefits, low pay, long hours, etc...)

At times my spouse cannot care for the children or my regular provided is not available so I have to take off to watch them.

There are occasions that my childcare provider gets sick or has plans and I need to take off work to stay home with my child.

On occassion, with short or no notice my baby sitter has advised that she could not provied care of our children for the day or days, often the notice is so short that it does not allow other arrangements to be made. On these occassions, either myself or my wife must take time off to provide the child care for the day. This makes my co-workers the point of contact for any issues that I might otherwise be involved in had I been present. On the flip side, I have been the point of contact for co-workers due to their absense due to their own child care problems.

Yes, the hours of day care/child are very inflexible, so people with children cannot work late or come in early; also the closure of child cares during Spring Break means that those employees with children must take the week off. Both of these significantly affect productivity.

You can not concentrate when your constantly worrying about your child(ren)

The baby sitter did not provide good care. I had to cut my hours to half day for about 2 months

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Sick children require time off. A babysitter not showing up causes an immediate need for time off or to scramble to find another sitter. Worry about the situation causes loss of productivity!

Leaving work to assist with their children.

Restricted provider service hours combined with the extra rushhour drive time to the daycare hours make it difficult get a full 8 hours in at the office.

Children are sick, employee has to stay home. Babbysitter is sick-

I often have to take time off to handle family obligations that could be negated if day-care was provided at the Laboratory.

Doctors appointments, travel to acitivities, supervision on school free days.

sometimes I am late

People having to leave meeting early to pick up kids from daycare some distance from the lab.

Not yet.

I believe that it will help the productivity of the Laboratory by reducing family leave due to parents who cannot find a person to stay with their children and when children are ill.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I'm a childcare provider in my home.

Yes, because you spend so much time finding daycare for them and the days they are closed you have to take off from work to take care of your kids yourself.

My Co-workers are often having to take time off to tend to the needs of thier children.

I am fortunate to have good childcare for my two children, however, there have been instances when my childcare provider could not watch my children and I had to take vacation to care for them. I have worked with people who frequently have to take off because of the lack of childcare services for their children.

There are times when child care is hard to find, or is not close enough when a child is sick.

There are times when I am late due to last minute changes in my care-giver situation

The lack of high quality, safe, and affordable childcare, causes stress, low productivity, and absenses from work. The problem is compounded if a child is sick.

The distance for any thing that happens with your child is always an hour away regardless if its dental appt. doctors appts. or school issues.

workers that live outside of the county have to take a half day off to address an issue with their child care rather than being able to do it locally at or near the work place

Sometimes I count on someone's support and help, but they are not able to be at work.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

No other folks with smallll children where I work.

Child care providers in Los Alamos provide incomplete child care; most do not operate on school holidays, but I still have to work!!! Also, their hours don't meet my schedule-they open too late or close too early.

Yes, vacationing homecare staff or homecare staff needing personal time is our time away from work. Even when a homecaretaker is ill or has their own family duties this takes away from the daily childcare that we need so that we can go to work.
Thus, we had to switch to daycare because of homecare taker time off, etc..
Our child was quit sick from daycare when he was born until he was one. We removed him from daycare put him in homecare and now that he is three he is back in daycare because of homecare taker hours incompatible with our work hours.

Some co-workers have to leave
early to take care of their
children due to lack of
child care.

School schedules and work schedule often conflict.

productivity no but juggling your hours to cover during school days off and sick time do put a strain on your sanity

sometimes the child care can not be very dependable all the time. And their a parent is trying to find a back-up!or a parent is new to the area and not knowing is the worst about what child care to depend on.

It limits me to overtime required and also affects my coworkers when having to work late.

Sometimes you can't make it in on time or at all.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

co-workers must leave by a certain hour in order to pick up kids - so there is less flexibility in their schedules to meet with you

If an employee has a child in daycare in Santa Fe and the other parent of the child lives works in ALbuquerque then it would be impossible to reach them quickly in an emergency and it would also require taking an extended amount of time off from work to get to a daycare not located in Los Alamos.

Commercial daycare facilities are unresponsive to children with special needs such as visually handicapped. Other problems always involves lost work time.

being late to work, if the place you take your child too. open at a later time or because they are running late.

When a team member has child-care problems, it affects our whole team.

having to make last minute arrangements and working to pay high day care costs.

If the parent has daycare outside Los Alamos it makes it difficult if there is a problem.

No, but if we lost our present provider, we would have a very serious problem. If she is ill or absent we have no backup. Other parents in our office have serious difficulties with productivity and attendance.

It affects the proditivity at work tremendously, when you can't find a daycare that has available space for my sons age group and the rates are to expensive for my pay. The rates need to be more resonable.

But when I was a manager I was affected

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I have to take off periodically if my daughter is sick or needs to go to the doctor.

Constantly taking off of work because they absolutely can't find childcare. It hurts the entire office

When kids were pre-school monthly
Now they are mid-high school, few times per year

arriving to work late and discipline problems extend to work duties.

If the child is sick I have to leave work and pick her up within 15 minutes.

Can't be count as much on a particular single parent bec. her childcare is always getting messed up. Another regular worker has a provider with health problems and that causes the worker to lose work time...

We work together, when my co-worker is gone taking care of his child, I have to shoulder the load myself.

If I cannot be in the office or am delayed, someone else needs to try and pick-up where I left off and continue, if possible, If not, then work comes to a complete stop.

Day care hours are 07:30-17:30 that does not give you enough time to get to work on time. You also need to leave work right at 5:00 to get to the day care on time

I do not have children yet, but I plan to in the near future and what to work where I can have access to good child care.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Because there's only so much money I am the only person trained to do several tasks. Things like spring break, unanticipated child care changes, teacher conferences, etc. I must leave work (take vacation) and take care of my kids.
So whatever we're doing just has to wait. And people are angry with me.

As a divorced father, I have my sons for "visitation" visits. At these brief times, I have child care responsibilities which cause me to minimize time at work, and to avoid casual overtime.

Productivity diminishes if employees are absent due to inadequate daycare for their child/children. Also parents must have the assurance that there will be back-up daycare when needed.

Our daughter, although over 21, has significant disabilities due to an auto accident when she was 15. Accommodating her medical appointments often interrupts our work schedule.

when I haven't been able to get a back up sitter, my husband or myself have had to take the day off. Other times we've had to play tag team to stay home with the child so the other parent could make a meeting or finish up some work. With our first child we had a provider who turned out to be a sitter from hell - so I was constantly called to go over and soothe my child. If there were more and better choices of child care, I wouldn't have had to take 1.5 weeks to find a new sitter.

When other administrative workers in my office have to be away unexpectedly because of children, I usually have to cover their desks as well as my own.

Sometimes it can make you a bit nervous when your babysitter calls and says she can't watch them at the last minute. Then there you are trying to find someone at the last minute. The stress is there and it is brought up to the work area.

In the past when my children were in child care, it affected my being to work on time.

When coworkers or myself worry about child care, one cannot concentrate on their job and performance decreases.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I work from home, my spouse works at LANL. There are times when having two children with me at all times impedes my ability to get my job done. My spouse can't help much on that front because he's got to be in his office during regular working hours.

I'd like to say that it does not, but the truth is it has too. I try not to let personal problems interfere with work, but when it comes down to my children well first of all they are not a problem and I just can't help by worry about how they are doing or what they are doing during the day. Having them closer to me would definitely increase any lack of productivity that is hard to admit.

Yes, the parent misses their child would like to see their child at lunch time. Easier for doctors appt. for pick up and drop off.

For the amount of money you pay, the care is pathetic and leaves my co-workers to constantly worry and move their children from day care to day care.

Adds another parameter to work scheduling

My hours are fixed by the daycare schedule. I cannot work late if necessary.

Yes, when you have to leave work to watch your child.

Sometimes I am unavailable for overtime

I miss work due to illness and injury, doctor appointments, etc. I spent a lot of time trying to find child care and backup child care and I overhear others discussing the same issue. I am frequently asked at work about my child care arrangements and I share provider info with people.

Today, no although I pushed this issue ten years ago because my job productivity therefore my raises, movement, and accountability. Have you ever heard "She is not available because she has to many kid problems." I have!

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

We always managed to find child care, but it wasn't easy. Sometimes we would just take sick leave (when legal) or vacation, but we always viewed that as a personal problem and not a work problem. Others might not be so dedicated to either their children or LANL.

Yea, try dropping off at 8:00 and picking up no later than 5:00 and STILL get a full 8 hours in...Does anyone still work an 8hr day?

I sometimes have to leave work early to accomodate my childrens care.

When my youngest was 3, he had multiple, successive ear infections. It was hard to always be taking off to be home with him. My husband and I took turns, but still my supervisors were not thrilled. The ear infections were mostly caused by people bringing their sick children to the day care my son went to. I subsequently changed daycare providers, but I was on a waiting list for awhile.

It is always very difficult to have your children so far away from you especially if you come in from out of town. You cannot go in check on your children occasionally to make sure they are being cared for appropriately and also you always have that worry of in case there was some type of emergency with your child "would I make it there on time". I feel childcare arrangements affect all parents in some way. Another problem that affects work is if you cannot find dependable childcare and your always concerned if your going to be able to find someone to care for your child.

I personally have taken vacation, LOA, and Family sick time to tend to my childcare needs

I am a team leader. When I or a member of my team has a problem with their childcare arrangements, for example, a sick babysitter or vacationing babysitter, the employee often has to take leave and effect our ability to support our experiments and meet our deliverables.

Yes sometimes when a child is sick and must remain home a babysitter is difficult to find. I can see when school is out babysitters could be difficult to find.

We recently had a co-worker finding it very hard to get a bay sitter during work hours.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

If my child gets slightly ill (stuffy nose, cough, allergies) I must take off to keep the child at home

There are instances when the administrative help cannot get child care or care for children who are ill. This definitely affects management productivity.

A number of my co-workers have had to reorganize their daily work schedule because of child care issues.

It does only because you don't always know what your going to do tomorrow or the following day. There is also the matter on how much the child care worker gets.

Sometimes I have to miss work to be the day care provider. When anyone is out because of difficulties with child-care arrangements, the workload is increased for co-workers

NA

Shortened work hours

If my children are sick then I have to stay with them and my work has to wait.

I'm the grandmother of a 22 month old child. If there is no daycare and my daughter is unable to get off work, yes it affects my productivity. I usually take a vacation day, unless my parents can care for him, which isn't always the case. I don't want to have to use my vacation leave for childcare; my daughter earns very little vacation time & she has to take leave w/o pay.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I am not attending some Wednesday meetings now that my children are in school because school lets out early (which is the main problem) on Wed. which would mean putting them into more childcare than I care to since I work part time anyway.

tardiness, absenteeism problems

Family comes first. If there is a problem that requires attention then work will suffer.

As far as an everyday productivity issue, I would say no. But the sepcial circumstances do come up.

If I cannot secure daycare, either my spouse or I must stay home with the children.

ABSOLUTELY! When quality child care is not reliably available, time is lost worrying about our children, and caring for our children when care that is expected is not available.

Sometimes co-workers have to stay home because sitter has appointment or is sick or other situations

On many occasions, I have not been able to complete tasks in a timely manner because one or more co-workers were experiencing problems with child-care providers.

I often times miss work because child care will not accept children with certain symptoms or who have recently been vaccinated.

Drop off and pick up times.

When we boath have major prireties at work we have to decide which one will be impacted harder by us not being there.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

There are limited options for anything other than full time care -- in Albuquerque, competition is so fierce, you can get good rates for part time or even drop in care and they welcome your business. Here, they cater only to full time employed individuals, and since I work part time, there are days that I simply cannot afford to work part time shifts due to the high cost of child care. They are also open only during lab hours and days, which ignores the needs of parents who have commitments to their employer well into the 6 o'clock hours (a.m. or p.m.)

When problems arise, provider is sick or the child is sick you must make arrangements to have them placed elsewhere. The worries of arranging this double with the distance. Sometimes in emergencies, parents must leave and if a junior employee is awaiting the seniors review of a document this often delays distribution of the document.

My wife makes caring for our children a top priority so I can rest assured that she is seeing to their needs while I am at work.

When my co-workers have to look outside of Los Alamos for childcare, they also have to go to another town if a problem arises. This forces them to take time off work unnecessarily.

I have had to miss work due to the fact that either my child is ill or the babysitter is ill.

If I have a sick child and an urgent deadline, what takes priority?

There are times I need to be at home when I might have been at work. Never during the required 40 hrs, but afterwards.

Yes, when we have had difficulties with child-care, our work productivity slows down.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

expense
sometimes they never showed up
(sometimes when picking up the baby she had caca on her legs
or she was drinking from someone elses bottle - this has happened
at day care centers

one time when I went home the sitter was in my daughters bed (with my daughter present at 8 yrs old) with her boyfriend

for a few examples. Childcare has been real rough

worry about safety etc.

When children are sick, but of course this would happen anywhere your children are. When having to take off because child care provider is sick or her children are sick. Also, when trying to find a new place for your child. This can also be very stressful for parents.

My children are now grown, but when they were younger I depended on family members back home to help out while I came to work.

Very rarely me, but I do see some colleagues miss work.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I have been fairly lucky, but I know lots of people who have to take vacations at inconvenient times because of home child care, who cannot keep working because of repetitive illness in their young children, who have had to switch childcare arrangements on short notice, etc. My son is now 8, however, I have had difficulties since he has been in school. A couple of years ago, the YMCA summer camp closed with very little notice August 1. I was lucky and managed to get him in the last available slot at the Bear Camp, but others were not so fortunate. Then, they almost closed the after school program; they did up on the hill. This would have been a MAJOR PROBLEM for me!!! They didn't make up their minds until the very last moment that they were going to stay open. People on the hill were surely inconvenienced. (I think people didn't sign up because of the summer program problems)

Even this year has been challenging. My son normally goes to the Y summer program, but he also did soccer camp (hours 9-3, a friend helped us out) and Children's college (hours 8-12; my husband dropped him off, and I worked from 5:00AM till noon, and then again in the evening. Wednesday afternoons are also a pain, if you were trying to work flex hours to avoid after school programs altogether. It's possible to get off work by 3:30, but 11:30 is DAMN DIFFICULT!!!

Sometimes the childcarer have to miss one day because of emergency or something she needs to do, so I need to take the day off to care for my child. I don't have a backup.

there are times that juggling the family (especially two working parents) means there is a conflict between what work needs, and what the family needs. For example, when my wife tried to start working, her needing to be on 9 to 5 schedule meant I was going to have to get home around 3:30 to keep our kids from being latch-key.

I have several techs that must go home to take care of sick children as there are no other options available for them. This interrupts work usually at least once or twice a month

It makes the employee preoccupied with what care their child is getting, or, they have to miss work because something doesn't work out.

But it used to when I was in other divisions; when children needed their mother, I met the needs of people in the other group when the person left to be with her children.

Having to deal with specific & conflicting childcare facility/provider schedules can be a real pain in the neck. Esp as they impact lab work schedules, deadlines, etc.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I don't have many resources for care for my son due to finances and being a single parent. I have to take time off work when he is ill.

I work a 32-hour week, so I am able to use that day to share family sick days with my husband. I spend a lot of time on the phone trying to line up child-care, however. And I have had to take vacation when I couldn't get childcare.

I am recently finding myself needing a spare of the moment sitter, this delays work or demands that I leave early in certain cases.

Childcare hours conflict with work schedules.

I don't have children. When my coworkers are out because of child care, more of the burden falls upon me.

one's mind is at home and not ON-THE-JOB
therefore attention to detail suffers as
does safety in the work place

There is only one day care which provides care for small infants. it is extremely hard to get a place for infants in that daycare. Sometimes people have to drive to White Rock from Los Alamos to drop and pick up children.

Same as above

Yes, see above.

There are times when my child's caretaker is unable to take care of her on occasion and I have to take off work because it is difficult to find another caretaker

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

My children are grown; but I did work at LANL when they were small and did not need a LANL daycare facility.

one of my co-workers has a flaky baby-sitter. Now, he could get a new one, but that is difficult to do. resources are limited and expensive. He still goes to her, but there are times when he can't be to work on time.

Child illnesses required me to take off sick leave.

Child care provider occasionally had emergencies.

there are some scheduling conflicts at times

short, well defined hours

Lack of reliable child care often makes taking vacation/sickleave a necessity.
Also, in addition to the housing nightmare, the lack of decent child care makes recruiting new employees more difficult.
My wife will not work full time in part because of the lack of good child care.

The reason is that I haven't yet children

If an employee has to worry about not having care for their child on a particular day that parent may have to take time off from work and stay home with their child, which may be a time when there are work deadlines that have to be met.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

In my last job my co-worker and back up, ended up quitting her job because of day care stress. She had a baby that was four months old and wanted to continue with her career, which by the way most families need to have both parents working in order to support a household. She could not enroll the baby here in Los Alamos because only two facilities take infants, and there was a waiting list of over 25! She ended up taking him to Santa Fe, Pojoaque, and Espanola - all in all in four months she ended up taking him to SIX Daycare centers. She was VERY dissatisfied with the care her baby was receiving. It is also VERY stressful for a parent to know that their infant is over 35 miles away! LANL employees desperately need additional daycare for their children!

One of my granddaughters has special needs. She is about one year old. My daughter-in-law has had to quit the Lab to care for this child because there was not sufficient care available.

On several occasions (at least six over the past year), I have had to reschedule meetings with my supervisor because of difficulties she had with childcare arrangements.

Please see response to answer 3.

Typically, during the summer we have to take vacation two or three days because the child care we take our daughter to is usually close the week before classes begin for the fall.

At the present time, it does not affect my productivity at work, but it has in the past because I had to cover some of that co-workers work tasks.

If they are sick you will be late for work, or even have to stay home. Also if you are not happy with your child care situation you worry and this affects your productivity.

Day-care operating hours not always outside of business hours.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Care of my children must still be my first priority, and I need to take care of them first, even if there are very important things to take care of at work.

Yes, communication is affected when people have to be absent, especially when it's unexpected. Sometimes tasks have to be reassigned and switching gears often results in a loss of productivity.

occasional time away to tend to children

Lack of child care.
Lack of sick child care.
Lack of "off hours" child care.
Lack of back up child care.
Abismal lack of summer and school vacation child care.
Lack of care/supervision for children older than 10.

Sickness, school functions, and other needs of my children, all affect my productivity and force me to balance my life. At the same time, a healthy family life allows me to keep Laboratory and DOE irritations and problems in perspective, enhancing my productivity.

It appears little recognized by the proponents of a Laboratory child-care operation that much of the productivity hit cannot be solved with child-care anyway -- child-care rules limit the capability to deal with sick children and I should be expected to put time into my family life. Thus the productivity potential savings has not been properly quantified.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Of course, I have to work part-time because it would be too expensive to have all my children in child care. It would not be worth it. I have family members that are willing to help me part of the time with my children, but I cannot impose on them to help me all the time with all three children. I have had to separate my children at different times and at different place of care. The combination has been difficult and expensive. For example, family helps me with my infant. My five year old will attend kinder and then a childcare in the afternoon. My second grader will attend childcare before school and after school. All different location, all different time, all different costs. Why? The childcare center does not take children under 2 nor do they take after school age children. Trying to manage all these childcare arrangements has made it extremely difficult and the added stress along with trying to accommodate everyone's schedules and locations has limited my flexibility and consistency at work.

The lack of child care in this town has caused my husband and I to take unexpected vacation or leave, and causes us to be distracted at work.

Absenteeism

Sitters are human too. They get sick with contagious "stuff" or they go on "spontaneous vacations" on a moment's notice. They also have their own emergencies that arise from time to time. I have recently dealt with these issues with my sitter and it really takes a toll on the productivity issues.

Disruption of work schedules; having to "cover" for an absent employee resulting in decreased productivity for at least two employees.

Transportation problems often require temporary absences during work hours.

Some times I am unable to come in to work and if I can't find a baby sitter then whatever tasks I need to do at work is put on hold.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

When my wife has appointments during the school year and cannot find someone to watch the kids, then I have to leave work to watch them, sometimes for up to 1/2 day, since my wife may have an appointment in Santa Fe.

When one of the children is sick, somebody has to stay home with them as we can not take them to daycare. Since I am the one who can accumulate sick leave, it is usually me, meaning that I am not at work to be productive. Even when illness is not the cause, I am still the one to remain at home.

Illness of a child or a caregiver not showing up can force the absence of a working parent.

Employees often miss work because of childcare.

Everyone with children is concerned with their child's well being. Co-worker's have had to leave to care for their children, leaving others to fill in for absent workers. I believe that our child comes first and that if my wife needs time away from our child, I will take off time to care for both of their needs. Further, my wife has a Ph.D. in Chemistry, and has chosen to stay at home as a full time mother, in some case, because there is no easy way to give our child the best care, within close proximity to us, with flexible hours, while working. A good, reliable, easily available and flexible child care facility would give us more choices for my wife's employment.

When I miss a day of work because my child is ill, it puts me behind and increases the pressure when I come back.

may be called upon to do their work if they are absent.

Have had to take time off from work to make arrangements for childcare.
Have had to miss/leave work for ill child.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Absolutely, it is distracting whenever childcare arrangements are less than desirable. This is when children are mildly ill, if the facility or provider is inadequate, and cost of care can certainly be affect productivity at times. Paying approximately \$6,000/year per child gives employees reason for concern.

My spouse shares emergency child care (i.e., sick child, day care closed) responsibilities with me and my job is flexible enough to allow working non-standard hours on occasion if necessary.

They need to leave work so that they can take care of their children. Mine are raised. I work as a casual so that I had the flexibility to be home when needed. The options here are very limited.

Sometimes must take time off to tend to child needs because good care not available.

Work is missed and has to be made up at lunch or by taking vacation when facilities are not available. Co-workers/supervisors are not always sympathetic to these situations.

having to leave work early.

If child care is inefficient, the work productivity declines

Too many times, mothers cannot stay at work and complete jobs because their childcare fails or they have a sick child. We need childcare that will take sick children.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Recently, the daycare provider for our son (age 20 months) closed her in-home daycare for 3 weeks while she was on vacation.

My wife and I struggled to find another provider. When we could not find a suitable alternative, we were forced to take leave and work split-shifts in order to care for our son. The change was a burden on our family and affected our productivity at work.

This is just one example of the problems that LANL parents face when dealing with in-home daycare.

Yes, sometimes things are postponed because of a childcare need.

Restricted my ability to travel to support laboratory programs.

Occasionally an employee of mine needs to take a day off because their current child-care arrangements fell apart.

Vacation schedules for the day-care providers, and other unforeseen circumstances often conflict with my work schedule.

Because of loss absences

I don't think a person can give the job 100% if they are worried about child care. All members of a work team are affected if someone can not contribute his or her share.

When kids are sick at daycare co-workers have to go and pick them up.

Time has to be spent running around trying to make other arrangements; this cuts into time spent at work and mental refocusing when all is not in place.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I HAVE TWO CHILDREN AND CAN NOT ALWAYS CONCENTRATE ON MY WORK BECAUSE I AM WONDERING HOW OR EVEN IF I WILL BE ABLE TO PAY THIS BILL ALONG WITH DAY CARE AND EVEN SOMETIME HOW AM I GOING TO BE ABLE TO WORK BECAUSE I DON'T ALWAYS HAVE A RELIABLE SITTER

There are also no facilities that provide childcare for kids that have just gotten a vaccine - and can't be taken back to the daycare facility. Or for kids with a lowgrade fever. I've personally lost lots of work days because I don't have any family in this state and there isn't anyone to help me with my kids when either of them has a fever or gets sick.

There are also no facilities that provide childcare for kids that have just gotten a vaccine - and can't be taken back to the daycare facility. Or for kids with a lowgrade fever. I've personally lost lots of work days because I don't have any family in this state and there isn't anyone to help me with my kids when either of them has a fever or gets sick.

work schedules are always changing and child care programs do not conform to each individual's needs requiring changing to different child care providers.

Travel, afterschool care

SOMETIMES, WHEN MY CHILDREN ARE SICK OR HAVE SOMETHING IMPORTANT IT'S DIFFICULT TO HAVE MY MIND ON MY JOB.

When child care "takes a holiday" it impacts us.

My wife and I are divorced. When I have our daughter my work hours are limited to 9 to 4 which is as long as we have agreed to have her at Little Forrest.

My wife works nights and occasionally does not get home in time for me to get to work on time. I am occasionally late by up to an hour.

Yes, phone calls from child care providers about a fever or cough requiring a child's immediate removal from day care necessitates one of the spouses leaving work immediately to deal with the issue. Also, having to deal with payments, paperwork, talking with the providers, etc. - time on phone and away from work could be greatly reduced if LANL were managing this as an institutional program.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

People who don't show up do affect productivity, that's part of life.

Some people must take off from work due to problems with providers getting sick or not showing up to work. There are no options when the kids get sick except for one parent to take off.

All, the time! I have three different daycare situations! 1 1/2 yrs, 7 yrs and 10 1/2 yrs. It would be WONDERFUL if you could integrate in some kind of mildly sick care plan - say in conjunction with the hospital. This was available in Los Angeles and worked VERY well.

After hours care is very difficult and given the nature of research jobs, one has to often work odd hours without child care support.

When the children get sick, we have to clear our schedules to stay home with them.

if child is ill, we both have to leave.
stress being 40 min. away from our children.

Frequent absences due to problems with childcare or ill children

Often times, there is no drop-in arrangements available at the child care providers, or the cost is so high, it is easier for the employee to take time off of work -- therefore, affecting efficiencies and productivity.

Again, I have encountered several occasions where my child care providers rely on LANL schedules, one example is the delay/closure during inclement weather. Another is operating hours tend to closely coincide with those of the "regular" LANL hours. My work schedule is 4 ten-hour days, which I have had to ask special permission to change to accomodate my child care provider's hours of operation.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Co-workers worry about their children when they are say in the valley or in White Rock when they could be just next door or down the street where they would be easier to be with them at a moments notice if need arises.

We are constantly losing support personnel at both sites at which I work because of the need to stay home & take care of children. This either gravely slows down progress or raises excessive costs by having primary staff performing lower skilled tasks.

Affordable Day Care
Day Care Choices
Sick-Care for children

We lost our best group secretary because LANL didn't have daycare for her infant.
(She couldn't maintain breastfeeding with her work schedule.)

Projects and work flow can be affected
when pick-up drop off arrangements
need to be made.

My boss has had trouble finding a suitable day care for his baby daughter and often misses work because he must babysit. His wife also misses work because they take turns when suitable babysitting is not available. I'm fairly certain on-site day care would take care of that problem.

Occasionally someone calls in sick because the children are ill and therefore they are unable to participate in field work, etc..

Searching and worrying about quality childcare for our two preschool-age children has taken ALOT of time. If the lab sponsored a high quality daycare center these extensive search efforts would not be needed. This is especially true in the area of INFANT care; having had two children while working at the lab in the last five years, I can attest to how wonderful it "could have been" had I been able to have my infants in a near-site location; i.e., I believe my peace-of-mind and hence productivity would have been much higher if I had had access to a near-site childcare facility. My childcare arrangements do not offer flexible or extended hours which also contributes to reduced productivity. If my "inhome" infant care provider is ill, I or my husband must stay home from work.

I don't really know. However, that choice is not available in the questionnaire.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Good childcare is limited in LA, and even best plans go astray

In a home daycare situation, the provider occasionally has to be closed for illness or doctor's appointments, and I have to find other arrangements or take time off work.

because if I have to leave my child with a stranger, my child is unhappy and therefore it affects me and other parents the same.

Yes, because I have them in a private home, if my daycare person is ill or has to leave town for some reason I'm scrambling for daycare and often it means I have to take off from work.

Absences by secretarial and administrative staff due to child care problems occasionally affect group productivity.

Often times it does, especially when the sitter gets sick or goes on vacation and you have no backup.

I have had to take off frequently to deal with problems with my current sitter. On average, this comes out to half a day per week. Not to mention the several calls that it might take to juggle everything.

When schools are closed or are on a shortened schedule, I have to take off time to care for my kids.

Having to take time off of work to pick up kids or trying to arrange for someone else to pick up kids if plans don't follow through.

I have at times taken time off to care for a sick child, or to care for my child when my husband or regular day care was unavailable.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Time away to ensure needs of my children.

Sometimes I have to cover for a co-worker on their job duties besides my own because he was unable to come to work because of babysitter situations. My work load is therefore doubled.

I don't have children yet, but have experienced co-workers needing to use vacation time unexpectedly to stay with children when childcare falls through. In addition to being hard on them, it leaves those that work with them often at the whims of unpredictable schedules.

Time and mental stress/worry, relieving spouse, decrease my productivity.

We use a local woman to watch our son. During the year, she has to cancel out on us at the last minute. We have to split the duty by only working half days.

If something comes up that they are not in school, I have to take off or if an emergency happens, all I think about is how I am going to get to Santa Fe and how my kids are doing.

Having to spend time away from work

I have teenagers.

Other people come in late or leave early because of some kid-related requirement.

This affects my ability to do my job.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Short-handed at work - difficult to get time off.

Often employees must take time off to attend to day care problems that are outside of their control.

My co-workers difficulties with childcare have caused them to be late, preoccupied with finding quality care and required to take extra time off to travel to childcare locations outside of Los Alamos.

WHEN SOMEONE IS GONE FROM WORK, THE COWORKERS MUST "COVER", MAKING THE PEOPLE "COVERING" LESS ABLE TO DO HIS OR HER OWN WORK.

There are times that the supplier of our child care shuts down and we need some place to keep our children. if we don't have some place then we have to take off un scheduled leave which affects our productivity.

(This is a much broader issue than just the pre-school years.)
Illnesses, in-service school days, spring breaks, childcare businesses that close on LANL's holiday schedule and you're employed by other than LANL.

As a single parent I am required to respond without notice to child care needs and within the hours of my provider.

this is at test. Disregard responses for this submission. -Josh

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

If I cannot find appropriate care, I have to take leave from work. During the school year, my husband and I work minimally overlapping schedules so that one can take the kids to school when it starts and the other can pick them up and be home with them after school. On days during the school year when there is no school, one of us generally has to take time off from work. There is a lot of worry associated with finding good quality programs and arranging a child's participation.

I have a daycare provider that works from her house. When she or someone in her family is sick, my husband or I need to stay at home. This affects both of our productivities.

Must take vacation due to babysitting.

Child-care operating hours not always in sync with LANL's.

When I have no daycare (the preschool is closed or babysitter is in vacation). My spouse or I will take vacation and not be able to work.

When there is any difficulty with child care arrangements, they cannot be depended on in any way to meet their everyday responsibilities.

When we can not find a good reliable child-care person, I realized that it is also difficult for me to concentrate on my job. In other words, my productivity at my job is tremendously affected by how easily I could find a baby-sitter for my child.

must juggle work with child, sometimes pre occupied and/or miss work time

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Yes for instance when my child has a Doctor's Appt. I have to take the whole day off because I live 58 miles away and I have to bring up here to the Doctor and take him back home and it would not be worth it for me to come back to work. If my child was up here I could go ahead and pick him up in White Rock take him to the Doctor's Office and be back at work within 2 hours at the most instead of missing the original 8 hours.

ABSOLUTELY!!!! I have been unable to work this entire week because of a sick day care provider. This is the second week within a 6 week time period, the my husband and I have been unable to work our entire work week due to daycare problems. This year to date, I have taken about 50 hours of vacation, just due to day care providers being unable to provide services. That doesn't even include the additional workdays missed due to family illnesses!

My daycare is extremely dependable; however, I have missed work to care for sick children.

My close coworkers do not have children at home.

Loss of focus, even if work time is not lost.

Sometimes I don't have a sitter and need to stay home with my child.

Secretary takes time off to take grandchildren to the doctor.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I have no child care age children. I do not know about any co-workers difficulties.

Co-workers often called away during working hours to take care of problems with their children. They miss more work time due to sickness at home.

Yes, sometimes co-workers must leave before a task/meeting is complete in order to deal with daycare issues.

Sickness, no baby sitter

I often have to miss work to watch my kids when my spouse has other commitments.

I believe many parents have the children cared for by either grandparents and/or other relatives. There are times when those individuals need to attend to business of their own and therefore cannot provide care for several hours or days and the parent needs to take time off to care for their child(ren). In a sense this may be a good thing because you spend time with your child, but it seems that most households still need to have two sources of income.

there's always some special need.

It is the only thing more important than work

My husband sometimes has to come home from work to babysit if I have an appt. and cannot find a sitter.

If both work outside the home, one must take care of emergency situations

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

As a supervisor, several of my employees were unexpectedly unavailable for work due to break downs in their child care arrangements. This caused inefficiency at work. As a parent, finding care to fit around my work hours has been difficult.

occasional disruptions

Missed days for sick children.

Having to arrange work schedules around when child care is available.

I have put my daughter in school up here, but I have friends who have children in school in Santa Fe. They often work though lunch so they can leave earlier to get their kids. They are obviously less productive in the afternoons since they have not had a break all day.

Yes, it interrupts daily activities, scheduling of meetings and reaching deadlines.

Explained above. Also, because of limited care if my child's care center is closed I will have to take the day off to care for her.

Two married co workers have a baby and alternate work days so one can care for her, but this affects the group and it's ability to meet deadlines.

This is from my husbands perspective at ESA

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

If child care is out, My wife or I will miss work. Kids come first work comes second

It is easy to be sick at daycare. Once my daughter gets sick, I have to take family sick off or vacation to watch her at home.

We a child is sick or the private babysitter can't keep the child it adds Stress -- which reduces productivity.

Employees not up to work because of lack of childcare.

If employees can't find childcare while child is sick, employee stays home.

People end up missing work due to childcare problems-illness, etc.

Reduction in productivity.

Sometimes must leave work to shuffle children from one care-giver to another. Must stay home with sick kids. Must leave work at 5 p.m. to make daycare closing times.

When the kids have an appt. I need to leave at least 1 hour earlier because of the distance from here to the daycare then to the doctor's office.

About once a month, work schedules are disrupted due to the need to cover for missing day care.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

when you live distance and your child is sick and needs you to come home right away it would be more convenient if they were right here in Los Alamos

My children are beyond child care age - the group secretary sometimes has to leave if her child is sick.

I have to take time off work when my babysitter cannot watch my child.

When cocured about daycare issues it is difficult to focus on the tasks and causes a stressful environment.

I have to take off from work whenever I have daycare problems.

The problem is related to the school's schedule and not LANL.

I had to stay home yesterday because my spouse was ill (we have two young children ages 2 and 7).

It is difficult this week to work. this is the first week that school starts in LA. there is no child care available-the YMCA program (Bear Canyon) stopped on 8/20. School starts 8/26. Little Forest and the ARK have no child care on 8/25 to prepare for the new semester. I had to take vacation to stay home and watch my child.

Parents that are late to work &/or have to leave meetings early because of childcare problems.

Both my husband and I are in the Navy Reserves and have had to miss a weekend drill because we could not find someone to care for our daughter on the weekend.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

I basically discontinued working for several years due to questionable quality of DayCare Centers.

When I was working, after school care was a problem. Being absent to care for sick kids was a problem.

If a person can not be at work due to lack of child care it does affect productivity because of the two person rule for one. We here at LANL depend on our co-workers in order to perform specific LANL related technical work.

had to take more FMLA than would otherwise have been the case with good daycare

It's difficult to concentrate on work when you have worries that your children are safe, and that their needs are being taken care of.

tardiness, absenteeism, lost concentration and productivity

Childcare can't watch the child one day need to miss work to take of child, don't have backup.

Time must be taken from work to care for children.

Not very often, but there are times when I cannot find a baby sitter and I have to stay home.

Child care can cut into actual productive time spent at work

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Some times I have to take my child home (40 miles away), then return to work. I am not as productive as I could be If I could find child care closer.

One worries if the children are indeed being cared for. It makes it difficult to concentrate with your focus.

If I do not have support help it takes longer to do my job.

Sometimes, I just cannot be here.

When my child gets sick, I am a single parent and it means I have to take leave without pay to stay home.

Have to leave & get them when suspected ironious illnesses.

Attending school, picking up sick/problem child

have to take vacation days for child care on occasion

They are always worried about daycare & sometimes have to leave work early for scheduling this means their work must be picked up by others.

Time off from work when backup childcare is not available.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Unexpected sickness or a child's sickness will cause delays and loss of productivity, but that needs to be taken in stride. The health and well being of the individual and thier children must take priority over the project.

I have decided to be a stay home parent financially. Difficult, but I would spend more money in daycare & be less productive if I had continued to work.

When my child's daycare is closed I don't have an instant babysitter.

The extra cost child care and not knowing if the provider to peep the children longer than allowed time.

I have had to come in late at night to finish some of my assignments.

Being late is a big issue.

Employees must be absent from work to care for children when child care is unavailable.

If the kids are sick of the daycare is closed somebody has to stay home with the kids.

Yes. Our group shuts down when the group secretary has child care problems, or her kids are sick. Other TSMs also lose days, making our team effort inefficient.

Sick kids generally near someone has to juggle their work schedule.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

This was more of a problem when our children were infants than now. Some in-home day care providers were unreliable.

Sometimes. My husband now works in Santa Fe, so when our kids (who are now in kindergarten and elementary school) are in White Rock and have to be picked up from school and brought back up here to the doctor or dentist. It's very time consuming and means I either take sick leave for that time or use up to 2 hours AL time (allowed under Lab policy) to do it.

Ill child, "Pseudo holidays"-LANL of but hospital working.

Illness, schedule of providers. etc.

I depend on this person being at work on the following day for a prearranged work assignment, and this person has to stay at home because the day care unexpectedly became unavailable, or is not dependable.

sometimes the lack of flexibility w/teachers schedules can cause problems.

I am often late to work when my husband is on travel because I need to be at work by 7:45 a.m. and I can't drop them off by 7:30 a.m. and then I need to drive up to Los Alamos.

When is out (in service) or going 1/2 day (parent/teacher conference)

Whe you are worried about day care your thoughts are on that not work.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Time off

Less time is spent at work to take care of children.

I have had to miss work because childcare was not available when I needed it. For example, when my children are sick or when the schools are not in session for teacher in-service days that are not also holiday, I have to take time off to care for them because childcare is not available.

Anytime spent on finding adequate child care and being able to pay for it creates stress and that affects people's ability to do their job well.

If I am unable to have childcare then it will be almost impossible for me to work productively. I would need to take off in order to take care of my child and therefore my productivity would decrease. This would affect my co-workers because if I did not have dependable and affordable childcare, I may be absent from work more often.

When hired on at LANL, Sept. 97 I couldn't get day care for my 18 mo. old it was very stressful.

There are times I need to address issues with my day care that take me away from the work place.

Some subcontractors do not offer enough sick days to be able to stay home with a sick child. Certain daycare situations and schools will not take children with certain symptoms. This leaves little option for parents.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Requires time off for sick kids due to no day care

No flexibility in meetings. They must leave immediately after work.

Yes, this is mainly an occasional problem with sick children that cannot go to regular child care.

I know co-workers have missed meetings or other pre-planned activities because of sick child. Our family has a great deal of flexibility, but sometimes one of us has to make last-minute changes due to the other parent's surprise job requirements.

availability; backup care; sick child care, flexibility

late for work because reliable babysitters not always available.

Sickness (if the child is sick-then I can't work.

Has to take time off to watch the kids.

Obviously, staying home with a sick child during employment hours, I have to curtail my hours because of child care arrangements.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Before school day care.

I use a private child care provider (in her home) and if she is ill or away, I cannot find a substitute so I or my husband have to stay home even though the child is well.

Arriving late for work when baby sitter doesn't show up on time or when she doesn't show up at all.
Finding alternative child care on those days is not an easy task.

I often have to stay home and watch my children because I have trouble finding appropriate childcare.

Children at two locations-both have to be picked up by 5:30, I can't stay at work to finish things up.

My day care is open most every LANL workday. This is not the case for all my co-workers.

Affects staffing.

As a parent, your responsibility is to your child. Several years back, LANL touched slogan "family friend" but that has fallen by the wayside.

Makes people for work, or parents have to leave early from work to get children.

Not this year because I was able to get my son into Horizon-Excellent.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Myself & employees.

I am a teacher- it is difficult to take off work when a child is ill.

After school not available at all times-ie. ends too early, 6p.m. is better.

Mildly ill children is a big issue.

Whenever any of my three children are sick, one of us or both lose work time.

If child care ended at a set time, one of us had to leave often w/o completing a task until later.

No consistency

Have had to take hours, days off work to cover gaps in child care.

It's hard to find someone for half days during conference week and for mildly sick children.

Because I have to drive my child for a distance from home to work.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

It causes absences and distractions while at work.

I often must take vacation or sick leave in order to shuttle my children to appointments or if child care plans fall through.

drop closed, have to stay home with kids.

Many of the child care providers have set starting and quitting times. These times often do not match up with work hours.

A lot of compromises have to be made daily, in general, only one of us can work full time.

Have to arrive late to work because school begins after 8. Have to leave by 5 to pick up child by 5:30 or will be charged by the minute-day care is not flexible and hours do not allow flexibility.

Many of the daycare providers schedules are not in sink with the work schedule therefore the parent needs to leave early or arrive late.

I am a divorced, single mother who is solely responsible for the daycare arrangements for a 4 year old and 2 year old twins. When they are sick the burden is mine alone to deal with it although I have been able to enlist help from my ex-husband and even his parents once in a while. I exhaust my vacation and sick primarily dealing with childcare concerns. My arrival time is at the mercy, daily, of the co-ordinated schedules of at least 4 other people (3 kids & one babysitter) which can create delays easily. The cost of daycare in this community is exhorbitant. I was paying \$1450.00 per month at one of the daycare centers and thought I don't feel we were living extravagantly, I was constantly running over budget when I paid ALL of the bills in a given month (utilities, mortgage, food, transportation).

People who have critical functions at LANL are at home with their children. No back-up person available at Lab to take on these responsibilities. So, when I need support to get my job done, there's no one to help me!

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Does not come to work.

If my child is ill, there are times when I need to take off from work.

I have had co-workers need to stay home when caretaker was sick or on vacation.

My employer usually did not allow sick leave to care for sick children and routinely scheduled meeting to last until after most child care arrangements closed.

If a sitter doesn't show up
and the back up is unavailable

When you decide to have a family you need to make some sacrifices. Any good parent, mother or father, should be concerned about their child's well-being. Regarding illness parents will miss some work for caring for their children. The Lab has been liberal on its policy of using sick leave to care for children. And it should effect productivity. Although many can take some work home during this time. My husband usually share this responsibility but it can be a problem when one of us are on travel. But it part of having a family.

Not being able to have reliable "drop in" child care has caused conflicts when I have to attend mandatory meetings.

There have been times when I was totally unable to concentrate at work when worried about my baby. This is especially hard when my regular babysitter is unavailable because of her illness or vacations and I have to find less-than-desirable alternative care.

It's very difficult for me to make arrangements for days/times when my kids are not in.

Yes, especially with sick children, or when her day to day caregiver is not available.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

cost , schedule, availability and type of daycare facilities

Sometimes

When I had younger children, I gave up my nursing profession for this and other reasons. It's not proper to rely on neighbors most of the time. I also did a lot of trade day care which cuts into family time.

Yes, people who work in my office are often unavailable because of child obligations. The problem is multiplied when the individuals have to commute. For example, a one hour child obligation turns into three hours with the commute.

It is scary to wonder what you are going to do with your child when a provider quits.

Very occasionally if my husband, who works @ home, has to be gone. In my work, I often come across situations where people miss work because of child care difficulties.

People need to leave if their child is sick or has an appointment.

If our baby boy is sick, I must stay at home, which means I don't go to work.

Work schedule and sitter hours.

When co-worker has to go home to take care of children because of inadequate child care it makes it difficult to get work done on collaborative projects.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

When my children are sick or their sitter is sick and unable to care for them, alternatives have to be made and many times at the last minute. This usually results in me taking a day off which in turn affects coworkers who have to pick up my duties.

I have had to take off from work on days that my job needs would be better met by being at work. I have to limit the times and days I can attend meetings, as do many of my cooleagues.

Sometimes the childcare provider is ill,

I've spent the past two weeks trying to arrange child care for my two boys. Since they can't be left alone, my wife and I have had to take time off to care for them until the child care system can accept them.

Missed work, not enough available space at Los Alamos day cares.

If the children are sick, many of us have to get off of work, pick them up take them to the doctor, which could take the entire morning or afternoon. This causes other employees left to do your work

After school daycare seems to not be available and some co-workers bring their children to work ocaasionally after school

Child care has required that I take time off from work which impacts mt productivity.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

If my child is sick - I have no day care. I need child care for my 13 yr. old for after school.

At times, especially when the schools are closed, I am forced to take time off to care for children.

A sick child causes worry, distraction, and loss of sleep. All of which affect productivity.

Missed work.

Co-workers gone to watch kids when needed at work.

If you have to spend time finding a childcare provider and you have to spend work time to find one, it takes away from your work.

I would be interested in child care during the summer months for my 7 year old grand daughter that comes to visit me.

Finding good care is difficult and stressful. If someone is out because the sitter is sick then it affects the office.

One of my co-workers is late on occasion because the babysitter didn't show up.

Sometimes our work will change based on if some have a babysitter.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

During cold weather it is somewhat difficult to get a reliable babysitter who would actually be willing to babysit a child who is not feeling well, or is getting over a cold.

Trying to commute to work at the normally scheduled time means leaving earlier, dealing with ill children, etc. By dealing with these sorts of child care issues, work productivity certainly is affected.

do to me residing in Santa Fe for doctor appoints I sometimes need to miss at least 1/2 day of work

People have to leave on short notices, or take time off to take a child to different facilities. This makes it hard if you have a meeting setup and must be rescheduled.

Lack of child care during school vacations/holidays means I need to take time off on those days.

Worry that our children are not asfe.

Until this year, when my child entered 1st grade, I could not work without child care. Co-workers with babies could not find drop-in care.

Missed days at work.

There is almost nothing for children uner 3-especially for part-time employees.

I cannot work any amount of overtime; I have to stay home if day care is closed.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Again-especially driving the summer-month a momm flexible and drop-of child care would facilitate work. A lot of the times my husband led to take of work to accomodate my schedule.

i need to come in early in the morning, it is difficult to come later because i have class and must have a 40 hr week. anyway i am always late due to the time the daycare opens. my 5 year old goes t kindergarten in the morning. we need care in the afternoon til we get home. it needs to be near his school, since we can't pick him up.

There have been times when my kids have come to work with me. My productivity & my co-workers productivity decreases.

I am unable to be flexible about coming into work early or working late because the child care center has very strict hours.

Need to stay home w/sick kids.

Certain times of the year the child-care arrangements have days off that do not parallel LANL's and therefore they are forced to take days off.

Having to take off early on a regular basis.

I have had seminars & meetings cancelled. Sick children are the worst problem.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Employees are either not focused or not present if they have problems with child care.

It is hard to concentrate at work if you have to wonder where to leave child, with who?

Worker with children has to leave work unexpectedly, so others must do his work.

You can't go to work when your child is sick, might think about providing sick care. Can't be productive at work if you're torn between being a good parent & being a good employee. Need high quality care.

Anytime there is a sickness, problem, anything concerning our child, it becomes a weight on our mind.

A sitter who is late makes the employee late.

Co-workers are occasionally gone for child care reasons. I would spend more hours working if child care were more readily available.

The city does not provide an after school care for children with disabilities. If the bus arrives at 4:00 pm, I must leave work at 3:30 to arrive in time to receive the child. The YMCA, nor private providers will keep the child for 1 hr. You see for the handicap child, the provider must have CPR and first aid and a few hours of training to qualify.

Recently, my babysitter has had a number of personal problems which have caused me to need alternate daycare on a number of occasions which is a stress and affects productivity as well as other aspects of my job.

If my child has to be home due to illness I miss work or my husband misses work. Since I make less-I am usually the one to stay home.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

It is very expensive so sometimes we try to work with children around, very difficult.

When someone is out for any reason, the work load is put on the rest of the employees.

They miss work.

If you don't have a sitter you can't go to work.

When I have to arrange for child care other than my normal, it requires time away from work.

Self explanatory.

My work doesn't depend on others.

Not all people can afford child care, therefore a relative sometimes helps out. At times the relative is not able to provide support. A reasonably priced facility would greatly be appreciated.

If anyone gets sick or has appointments, I must take time off to tend. I'm sure that this is not just an isolated point.

We worry about quality care, we work together to take time off so that we can remain at work as much as possible.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)

Table 4 (comments)

Productivity Affected?

Waiting lists affected the ability to start a new employee-she she was unablr to work full-time until her child was placed. Holiday shutdowns at day care centers annually decrease productivity in the office at Christmas.

They are forced to take off to keep the child at home because child care closes everytime LANL is closed.

Anytime a co-worker has to take time from work to take care of children production is affected.

I work for a contractor to the Lab who doesn't have the same holidays. This means I have to take personal days which is very inconvenient.

I have to change my hours at times.

4. Do you or your co-workers difficulties with child-care arrangements ever affect your productivity at work? (If yes, please explain)